

MONTANA HUMAN RIGHTS BUREAU
State Fiscal Year 2015 (July 1, 2014 to June 30, 2015)
Statistics in Brief

CASELOAD SUMMARY

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 15
Cases Filed	151	132	124	130	537
Cases Closed*	201	118	151	97	567

TYPES OF CASE CLOSURES IN ALL CASES

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 15
Predetermination Closures					
Voluntary Resolution Agreements	20	20	28	17	85
Withdrawal w/ Benefits	9	13	4	2	28
Withdrawal- No Benefits	16	13	12	3	44
No Jurisdiction/Administrative Closure	1	0	1	3	5
Investigative Findings					
No Reasonable Cause Finding	135	62	86	57	340
**Reasonable Cause Finding	13	20	24	13	70

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY15
Closures Following Reasonable Cause Finding					
Successful Conciliation	7	7	4	1	19
Cases Certified for Hearings	10	17	21	9	57
Hearings Discrimination Finding	3	6	1	2	12
Hearings Dismissal	13	4	10	10	37

* "Cases Closed" includes all Predetermination Closures, No Reasonable Cause Findings, and Closures Following Reasonable Cause Finding.

**"Reasonable Cause Finding" including cases certified to Hearings

TYPE OF RESPONDENT- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 15
Private Companies	98	103	91	84	376
State & Local Government	45	27	22	38	132
Elementary/Secondary Schools	8	0	6	10	24
Colleges/ Universities	3	0	5	0	8
Housing	9	10	5	3	27

AREA OF ALLEGED DISCRIMINATION- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 15
Employment	135	111	101	108	455
Public Accommodations	8	9	10	8	35
Government Services	7	3	4	13	27
Housing	12	15	8	6	41
Education	2	2	3	1	8
Insurance/Finance	0	0	0	1	1

BASIS OF ALLEGED DISCRIMINATION*- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 15
Disability	63	47	54	48	212
Retaliation	47	43	23	58	171
Sex- Female	39	26	17	25	107
Age	43	23	17	28	111
Race- Native American	3	4	11	7	25
Marital Status	4	13	8	13	38
Sex- Male	4	4	10	12	30
Pregnancy	3	5	8	6	22
Race- Black	2	7	3	3	15
Religion	4	1	4	12	21
National Origin	2	3	4	4	13
Race- Other	0	0	0	4	4
Political Belief	2	0	5	4	11
Color	0	0	0	0	0
Familial Status	0	1	2	0	3
Creed	0	0	0	0	0
Race White	1	1	0	3	5

*Allegations total more than 100% of total cases filed because some cases allege more than one basis

ISSUES OF ALLEGED DISCRIMINATION*- All Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 15
Discharge/ Constructive Discharge	64	55	52	56	227
Harassment	11	9	6	29	55
Reasonable Accommodation	10	11	12	27	60
Terms/Conditions	11	10	8	14	43
Sexual Harassment	4	2	2	7	15
Hiring/Reinstatement	13	9	7	0	29
Discipline/Suspension	15	5	4	19	43
Wages/Hours	5	7	8	5	25
Promotion	1	2	1	2	6
Demotion	0	4	6	5	15
Maternity Leave	0	0	0	0	0
Exclusion	14	12	13	11	50
Intimidation	1	1	5	0	7
Administrative Leave	1	0	0	0	1
Lay off	2	3	0	2	7
References	0	2	0	0	2

*Issues total more than 100% of total cases filed because some cases allege more than one issue.

BASIS OF ALLEGED DISCRIMINATION* – Employment Cases Filed

	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	Total FY 15
Disability	50	42	37	42	171
Retaliation	45	41	21	42	149
Sex- Female	40	21	17	25	103
Age	44	22	20	26	112
Sex- Male	16	4	8	11	39
Race- Native American	15	4	8	3	30
Pregnancy	16	5	8	6	35
Marital Status	4	1	4	10	19
Race- Black	12	8	3	3	26
Religion	7	1	3	4	15
National Origin	1	1	0	6	8
Race- Other	0	1	0	4	5
Political Belief	2	0	5	4	11
Color	0	0	1	0	1
Creed	1	0	0	0	1
Race –White	1	1	0	3	5

*Basis total more than 100% of total cases filed because some cases allege more than one basis

BASIS OF ALLEGED DISCRIMINATION*- Housing Cases Filed

	Total FY 15
Sex- Female	4
Sex- Male	0
Age	3
Disability	7
Marital Status	15
Familial Status	1
Religion	2
Race- Native American	14
Race- Black	2
Race- Other	0
Creed	0
Retaliation	0

*Basis total more than 100% of total cases filed because some cases allege more than one basis.

TYPES OF CASE CLOSURES- Housing Cases Closed

	Total FY 15
Predetermination Closures	
Voluntary Resolution Agreements	9
Withdrawal w/ Benefits	0
Withdrawal No Benefit	4
No Jurisdiction	0
Investigative Findings	
No Cause Findings	27
Cause Finding	1
Closures Following Reasonable Cause Finding	
Conciliation after Cause Finding	1
Cause Finding at Hearings	0
Charging Party Filed in District Court	1
Total Housing Closures	41